

# **The eXtreme Science and Engineering Discovery Environment 2016 XSEDE STAFF CLIMATE STUDY REPORT**

## **EXECUTIVE SUMMARY**

### **Purpose**

In June 2013, the eXtreme Science and Engineering Discovery Environment (XSEDE) initially requested an annual organizational climate study to understand working conditions and staff satisfaction. This executive summary report includes the main themes in the 2013–2016 survey data and provides recommendations for improving organizational climate.

### **Key Findings**

#### **2016**

- While respondents were no more or less likely to leave XSEDE in 2016 than previous years, group differences were found regarding specific reasons for leaving.
- User Services respondents rated multiple dimensions significantly lower than other L2 areas and were least likely to receive XSEDE2.0 funding.

#### **2015-2016 Comparisons**

- Decision Making ratings continue to rise with significant increases in perceived efficiency and communication of the decision-making process in XSEDE.
- Unlike 2015, no differences were found for any dimension according to staff level or length of employment.
- While many groups rated Equity highly, women and underrepresented minorities continue to rate the dimension significantly lower than other groups. L2 area differences were also found.

#### **2014-2016 Comparisons**

- The Wiki & Website dimension continues to increase from baseline scores, though not yet statistically significant.
- Ratings of Communication Tools declined significantly in 2016 compared to 2014 scores.

#### **2013-2016 Comparisons**

- Most dimensions continue to increase from 2013 baseline scores and meet or exceed comparable project ratings. The highest gains were made in Leadership & Management, Support & Belonging, and the Wiki & Website.

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- The 2013-2014 trend of low FTE staff reporting low levels of value and workload balance that was later reversed in 2015 has normalized in 2016. No significant differences between FTE level were found in respondent ratings on any dimension.